

T&T SME HR Outlook 2027

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About this report

2027 will test Trinidad and Tobago employers on three fronts at once: a shrinking gas supply, rising employment costs, and labour law that is about to change. This report sets out what has happened since January 2025, what is coming in 2027, and what small and medium businesses should do about it.

It is written for two readers. SME owners and managers will find plain explanations and a checklist they can act on. HR practitioners will find the detail behind each trend and a set of strategic priorities for advising clients and leadership teams.

The research covers January 2025 to early October 2026 and draws on the Central Bank, the Ministry of Finance, the CSO, NIBTT, the Parliament of Trinidad and Tobago, the IMF and reputable local and international reporting. Every figure is linked to its source at the end of the report.

Timing note: the 2026/2027 national budget will be presented on 12 October 2026, after this edition was prepared. The economy, pay and costs, and legal sections should be updated once its measures are known.

Executive summary

1. **Gas is the story of 2025 and 2026.** Production averaged about 2,540 million standard cubic feet a day (MMscf/d) in 2025 and fell to about 2,430 in early 2026. Plants that depend on gas have closed or cut back: Nutrien, Methanex Titan and Proman.
2. **Relief is real but slow.** New fields (Manatee, Cypre, Mento) and the revived Venezuelan cross-border projects (Dragon, Manakin-Cocuina) will add gas from 2027, with the largest volumes later in the decade.
3. **The wider economy is flat.** Estimates for 2025 range from 0.5% contraction to 0.8% growth. Non-energy activity is holding up better than energy.
4. **Unemployment is rising again.** It reached 5.4% in the first quarter of 2026, up from 3.8% in mid-2025. Youth unemployment is at a ten-year high.
5. **Employment costs rise sharply in 2027.** NIS contributions went from 13.2% to 16.2% in January 2026 and rise to 19.2% in January 2027. Employers pay two-thirds.
6. **Severance may double.** The Retrenchment and Severance Benefits (Amendment) Bill, 2026 has passed the Senate. If it passes the House, redundancy costs will rise steeply.

7. **Paternity leave is coming.** The Maternity Protection (Amendment) Bill, 2026 proposes 14 days' paid paternity leave and paid breastfeeding breaks, funded by employers.
8. **Foreign exchange is still tight.** Firms that import report receiving 20 to 30% of the US dollars they request.
9. **Growth is shifting.** Agriculture, tourism, BPO, creative industries, regional energy services for Guyana and Suriname, and digital services are where new jobs are most likely.
10. **Skills and people decisions now carry more risk.** Retrenchment, contractor use, migrant hiring and pay structures all need a fresh look before 2027 begins.

The economy going into 2027

The economy is flat, with energy shrinking and the rest of the economy growing slowly. Government finances are under pressure, which limits how much the State can cushion businesses in 2027.

Indicator	Latest figure	Source
Real GDP, 2025	0.5% contraction (Central Bank); 0.8% growth (IMF, earlier estimate)	Central Bank, Sept 2026 ; IMF, May 2026
Real GDP, 2026 forecast	0.8% growth (IMF); 2% contraction (S&P)	IMF; Guardian, Jul 2026
Inflation	0.6% (July 2026)	Rio Times, Oct 2026
Fiscal deficit, FY2026	About TT\$7.0bn (4.0% of GDP), revised from TT\$3.9bn	Mid-Year Review, Jun 2026
Public debt	84% to 87% of GDP, depending on definition	IMF; Central Bank
Foreign reserves	US\$5.3bn, 6.1 months of imports (Aug 2026)	Central Bank

Credit ratings. S&P rates Trinidad and Tobago BBB- with a negative outlook and, in July 2026, put the chance of a downgrade at one in three. Moody's moved its Ba2 outlook from negative to stable in June 2026.

Foreign exchange. The exchange rate is fixed, and US dollars remain rationed. In January 2026 energy services firms reported waiting months for foreign exchange and receiving 20 to 30% of what they asked for ([Stabroek News](#)). The Eximbank SME Forex Window,

launched in April 2025 for up to US\$50,000 a month, was disrupted in mid-2025 when Eximbank moved ministries. The IMF has urged a gradual move to a more flexible exchange rate.

Politics. The UNC won the April 2025 general election with 26 of 41 seats, and Kamla Persad-Bissessar became Prime Minister. Davendranath Tancoo is Minister of Finance.

Budget 2025/2026 (October 2025) left income tax, the TT\$90,000 personal allowance and corporation tax unchanged, and did not raise the minimum wage. It did:

- raise NIS contributions in two steps (see Pay and employment costs)
- halt property tax and remove VAT from some basic foods and farm inputs
- add new costs for business from 1 January 2026: a TT\$0.05/kWh electricity surcharge for commercial and industrial users, doubled customs fees, doubled excise on alcohol and tobacco, and a landlord business surcharge of 2.5% to 3.5% of gross rent
- agree a 10% wage increase for public servants for 2014 to 2019, with about TT\$3.8bn in back pay

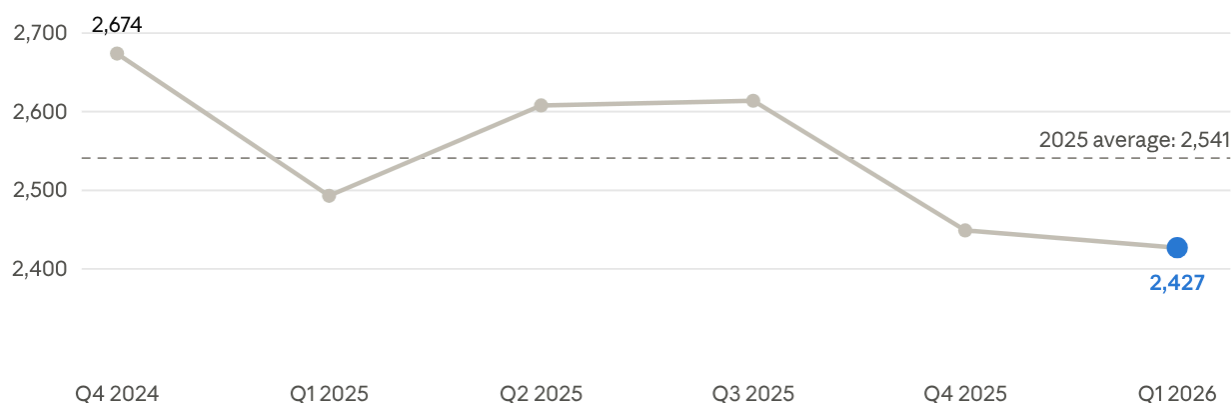
Budget 2026/2027 is due on 12 October 2026. The Minister has said it will fund outstanding settlements for teachers and nurses. Commentators expect pressure on the deficit, fuel subsidies and foreign exchange.

The energy sector: what has changed

Gas supply is falling short of what the plants at Point Lisas and Atlantic LNG need, and the new supply that will close the gap mostly arrives from 2027 onwards.

Gas output fell 9% between late 2024 and early 2026

Natural gas production, million standard cubic feet a day (MMscf/d), by quarter



Central Bank of Trinidad and Tobago, Economic DataPack, September 2026 · Q4 2024 to Q1 2026

The Government's 2026 budget projected output rising above 3.2 billion cubic feet a day by 2027. That depends on new fields starting on time, and several have already slipped. Oil output is about 54,000 barrels a day.

Venezuela and cross-border gas

Trinidad and Tobago's biggest future gas sources lie across the border with Venezuela, so US sanctions policy has decided their fate.

Date	Event
Jul 2026	Shell plans to drill four Dragon wells from Q2 2027. First gas is unlikely before the end of the decade (OE Digital)
May 2026	bpTT restarts work on Manakin-Cocuina (Guardian)
Feb 2026	The US issues general licences covering Dragon and Manakin-Cocuina, after easing Venezuela sanctions in January (Jamaica Observer)
Oct 2025	A six-month US licence for Dragon is issued; Venezuela then suspends energy cooperation with Trinidad and Tobago
Apr 2025	The US revokes the licences for Dragon and Cocuina-Manakin

New supply from Trinidad and Tobago's own fields

Project	Operator	Status
Cypre	bpTT	First gas April 2025; seven wells completed November 2025 (Newsday)
Mento	bpTT and EOG	First gas May 2025
Manatee	Shell	First gas now targeted for 2027, a year later than planned; up to about 1 bcf/d of capacity (BOE Report)
Calypso (deepwater)	bp	bp agreed in August 2026 to buy Woodside's stake; no investment decision yet (World Oil)

Project	Operator	Status
TTUD-1 (ultra-deepwater)	ExxonMobil	Exploration licence signed August 2025; drilling expected late 2027 or 2028

Ownership is also shifting. Perenco bought Woodside's producing assets in July 2025 and is now the second-largest gas producer, and Woodside is leaving Trinidad and Tobago.

Petrochemicals and refining

The gas shortfall is closing plants:

- **Nutrien** shut its Point Lisas operations in October 2025, putting between 600 and 1,600 jobs at risk depending on whether indirect jobs are counted. In May 2026 it said it was considering selling the facility.
- **Methanex** put its Titan methanol plant into preservation in September 2026 after failing to agree a gas contract with NGC, affecting about 140 jobs. Its Atlas plant has been idle since 2024.
- **Proman** announced job cuts in September 2026 because of gas constraints, without giving numbers ([Guardian](#)).
- **Atlantic LNG** is restructuring into a single unitised facility, with Train 1 to be decommissioned.

The Government is studying a phased restart of the Pointe-a-Pierre refinery and is in talks with potential partners. No restart date has been set. The refinery needs about 150,000 barrels a day of crude, almost three times domestic output.

Renewables

The 92 MW Brechin Castle solar plant (bp, Shell and NGC) delivered first power in July 2025. T&TEC stopped taking its power at the end of January 2026 because there is no battery storage ([Guardian](#)). A hydrogen pilot is due to finish in early 2027.

What the energy changes mean for SME workforces

Most SMEs are not energy companies, but many depend on them. When a plant at Point Lisas closes, the contractors, caterers, transport firms, security companies and shops that serve it lose work too.

1. Supply chain contracts are at risk. SMEs that sell to Nutrien, Methanex, Proman or Atlantic LNG should expect smaller or cancelled contracts in 2027. Plan for this now rather than reacting when a purchase order stops.

2. Redundancies will rise in central and south Trinidad. Employers reported 426 retrenchments to the Ministry of Labour in 2025, including 30 at bpTT ([Guardian](#)). The 2025 and 2026 plant closures will add to that. Any SME that has to cut five or more jobs must give 45 days' written notice to each worker, the recognised majority union and the Minister of Labour.

3. Skilled people will be available. Process operators, maintenance technicians, electricians, instrumentation staff and HSE officers are leaving downsizing plants. SMEs in manufacturing, utilities, construction and maintenance have a short window to hire experienced people they could not normally attract.

4. Retention will be harder in some roles. At the same time, new projects (Manatee, Cypre, ExxonMobil's deepwater work, Guyana and Suriname) want the same engineers, technicians and HSE specialists. Expect competition and pay pressure for these skills from 2027.

5. Union successor rights are now protected in law. In September 2026 Parliament completed a bill that keeps Petrotrin's collective agreements in force at Heritage Petroleum and Paria Fuel Trading ([Parliament](#)). If the refinery restarts, labour costs there will follow existing OWTU agreements.

6. Foreign exchange affects staffing. Firms that cannot get US dollars for parts and stock may have to cut hours or staff even when demand is there. Good cash flow planning protects jobs.

Opportunities beyond oil and gas

Government money and private investment are moving towards food, tourism, exports, digital services and the regional energy boom. These are the areas where SMEs are most likely to find new customers and need new staff.

Sector	What is happening	Skills SMEs will need
Agriculture and agro-processing	TT\$1.13bn agriculture budget for FY2026; target of TT\$1bn in farm exports; Brechin Castle agro-processing facility opened May 2026; VAT removed from farm machinery (Ministry of Agriculture)	Food safety, processing, packaging, logistics, export documentation

Sector	What is happening	Skills SMEs will need
Tourism	Trinidad arrivals up 13% over Carnival 2026; cruise passengers up 36%; Caribbean Airlines Toronto to Tobago flights from 25 October 2026; 200-room Marriott resort at Rocky Point approved May 2026 (Caribbean Journal)	Hospitality, guest services, chefs, tour guides, maintenance
Business process outsourcing (BPO)	About 9 firms and over 3,000 jobs, with 15% corporation tax in Special Economic Zones (Ministry of Trade)	Customer service, IT support, bilingual staff
Manufacturing exports	Manufacturers aim to double non-energy exports to TT\$10.6bn by 2030; new National Apprenticeship Programme in mechatronics and industrial maintenance	Machine operators, maintenance, quality control, export sales
Regional energy services	Guyana is heading for about 1.1 to 1.3 million barrels a day; Suriname's GranMorgu project aims for first oil in 2028; a Guyana and Trinidad and Tobago chambers agreement targets trade barriers (Caribbean Energy Week)	Fabrication, inspection, HSE, logistics, project staff willing to travel
Creative industries	Film production rebate of up to 35%; MusicTT and FashionTT export programmes funded	Production crew, digital content, design, events
Digital government and services	Ministry of Public Administration and Artificial Intelligence; national e-ID; VerifyTT digital credentials linked to EmployTT; Trinidad and Tobago joined OpenAI's Education for Countries programme in January 2026	Digital skills, data, cybersecurity, AI tools

Funding for SMEs. Support active in 2026 includes:

- the Grant Fund Facility (50% of equipment costs, up to TT\$250,000, through exportTT) ([Ministry of Trade](#))
- NEDCO grants of up to TT\$20,000
- the Research and Development Facility, up to TT\$1m
- a TT\$15.75m National Innovation and Incubator Programme for young entrepreneurs
- a cybersecurity spending allowance of up to TT\$500,000 and a 150% allowance for investment in tech start-ups

What not to count on yet. Some widely discussed projects have no confirmed timeline: the Sandals Tobago resort, the La Brea dry dock, the refinery restart and green hydrogen at scale. Treat them as possibilities, not plans.

The labour market and skills

Unemployment rose to 5.4% in the first quarter of 2026, its highest level in this period, while fewer people are looking for work at all. Employers will find more applicants for general roles but continued shortages in specialist ones.

Jobs. Unemployment was 3.8% in the second quarter of 2025 and 4.8% in the third. About 12,000 jobs were lost between April and September 2025, and a further 5,900 in the first quarter of 2026, when about 30 bars, restaurants and other businesses closed after higher excise and gaming taxes ([CNC3](#)). Labour force participation has fallen from 61.9% a decade ago to about 54%.

Where jobs moved in late 2025 (Central Bank):

- Losses: community, social and personal services (16,300), construction and utilities (7,700), finance and business services (2,100)
- Gains: retail, restaurants and hotels (11,600), transport and communication (2,400)

Young people. The ILO lists Trinidad and Tobago among 18 countries where unemployment among 20 to 24 year olds is at a ten-year high ([Trinidad Express](#)). SMEs that offer structured entry-level roles and on-the-job training can recruit well.

Skilled emigration. There are no official counts by occupation, but the pattern is clear in health care. Nurses remain on 2013 salaries, and in April 2026 the nurses' association objected to plans to recruit over 100 midwives from India ([CNC3](#)).

Migrant workers. From January 2026 the Migrant Registration Framework was widened from Venezuelans to all undocumented migrants, with a TT\$700 fee. About 29,300 people applied, 23,300 of them Venezuelan ([UNHCR](#)). Sources differ on when the cards expire, so employers should check the expiry date printed on each worker's card. No announcement has yet been made on what happens after expiry.

Work permits. From 1 January 2026 the fee is TT\$900 a month, with a minimum of TT\$2,700. Applications go through the Ministry of Homeland Security's online portal at least six weeks before the start date, and the job must be advertised in a daily newspaper for at least seven days ([Ministry of Homeland Security](#)).

CARICOM. Full free movement began on 1 October 2025 between Barbados, Belize, Dominica and St Vincent and the Grenadines only. Trinidad and Tobago is not part of it, and the CARICOM Skills Certificate rules are unchanged.

Pay and employment costs for 2027

The cost of employing someone in Trinidad and Tobago rises in January 2027 even if wages stay the same, because the NIS contribution rate goes up for the second year running. Employers should budget for it now.

Item	2025	2026	2027 (as announced)
NIS total contribution rate	13.2%	16.2% (from 5 Jan 2026)	19.2% (from Jan 2027)
Employer share of NIS	Two-thirds	Two-thirds	Two-thirds
National minimum wage	TT\$20.50/hour	TT\$20.50/hour	No change announced
PAYE personal allowance	TT\$90,000	TT\$90,000	Check Budget 2026/2027
Health Surcharge	Up to TT\$8.25/week	Up to TT\$8.25/week	Check Budget 2026/2027
Electricity, commercial users	Standard tariff	Plus TT\$0.05/kWh surcharge	Continues unless changed

Sources: [Guardian, Oct 2025](#); [PwC budget summary](#); [Ministry of Labour](#).

What the NIS increase means. The 2026 increase raised employee contributions by about 22 to 23%. By 2027, a worker on the minimum wage pays about TT\$73 a month more than in 2025, and the employer pays about twice that. NIS is charged by earnings class and by the number of Mondays in the month, so payroll systems must use the new class tables from the first pay period of January 2027.

Pension age. The age for a full NIS retirement pension rises from 60 to 65, by one year every two years, starting in January 2028. Workers can still retire at 60 on a reduced pension. Employers with retirement ages written into contracts or handbooks should

review them.

Minimum wage. It has been TT\$20.50 an hour since 1 January 2024. On Labour Day 2026 the Government said it was reviewing the Minimum Wages Act and researching a living wage framework, but gave no rate or date ([Guardian](#)).

Pay expectations. Public servants received a 10% increase from January 2026 with back pay, and teachers' and nurses' settlements are due in the coming budget. With inflation below 1%, the pressure on private sector pay comes less from prices and more from public sector settlements, NIS and competition for scarce skills.

Severance costs could double. If the severance bill passes in its Senate form, redundancy pay rises sharply. For a weekly-paid worker on TT\$2,000 a week:

Years of service	Current law	Proposed in the Bill	Change
3 years	6 weeks (TT\$12,000)	9 weeks (TT\$18,000)	+50%
10 years	26 weeks (TT\$52,000)	52 weeks (TT\$104,000)	+100%

The proposed figures follow the Bill as reported when it passed the Senate in April 2026. Check the final wording if it becomes law.

Legal and compliance changes to watch

Two bills before Parliament would change employers' obligations more than any law in the last decade. Neither is law yet, but both have Government backing.

Law or bill	What it does	Status (early Oct 2026)
Retrenchment and Severance Benefits (Amendment) Bill, 2026	Raises severance; caps temporary layoffs at 90 days before they count as redundancy; requires 21 days' consultation with the union; allows wages in lieu of the 45 days' notice; gives retrenched workers priority for rehiring for 6 months	Passed the Senate April 2026; awaiting the House

Law or bill	What it does	Status (early Oct 2026)
Maternity Protection (Amendment) Bill, 2026	14 days' paid paternity leave; 14 weeks' paid leave for adoptive parents and guardians; a paid hour a day for breastfeeding until the child turns one; bans pregnancy testing; fines up to TT\$35,000	First reading in the Senate May 2026
Industrial Relations Act and Minimum Wages Act	Amendments announced on Labour Day 2026	No bill published yet
Petrotrin successor rights	Keeps Petrotrin collective agreements in force at Heritage and Paria	Completed in Parliament September 2026
Whistleblower Protection Act, 2024	Protects workers who report wrongdoing	Assented July 2024; commencement not confirmed
Data Protection Act	Rules on handling employee personal data	Still only partly in force

Employers' concerns. The Employers' Consultative Association warned in April 2026 that the severance bill could more than double redundancy liability and discourage hiring ([Trinidad Express](#)).

Laws already in force that SMEs often miss:

- Workmen's compensation insurance has been compulsory since 1997 for anyone employing a workman under the Workmen's Compensation Act.
- Household employers must register with NIBTT and give household assistants their duties, hours and rest periods in writing.
- Work permits carry higher fees from January 2026, and migrant registration cards have printed expiry dates that employers should track.
- Calling someone a contractor does not make them one. The Industrial Court looks at the reality of the relationship, as the Court of Appeal confirmed in 2022 ([TIWU v Blue Waters Products](#)).

Workforce trends: technology, AI and the way people work

Artificial intelligence has moved from talk to government policy in Trinidad and Tobago, but most businesses and boards are not yet ready for it. SMEs that build basic digital and AI skills now will be better placed when customers and the State expect them.

Government is going digital. The Ministry of Public Administration and Artificial Intelligence was formed in 2025. Its FY2026 programme includes a national e-ID, a government data centre, an AI assistant for 32 agencies and the WeLearnTT training platform ([MPAAI budget guide](#)). VerifyTT, launched in April 2026, lets people share verified qualifications with employers through the EmployTT job portal. UNDP and UNESCO began a national AI readiness assessment in November 2025.

Boards are behind. In PwC's 2026 Caribbean Corporate Governance Survey, only 37% of directors felt adequately informed about AI, and they ranked workforce readiness as their top policy concern ([PwC](#)).

AI and wages. The Inter-American Development Bank estimates AI could raise output in Latin America and the Caribbean by 5.1%, but wages could fall by 13.5% to 20.9% for workers who do not move into growing areas. Its full report is due in November 2026.

What this means for SMEs:

- Use AI first for routine work: drafting letters and policies, summarising documents, customer replies, scheduling and basic analysis. Keep a person responsible for the final result.
- Write a short acceptable-use rule: what staff may use AI for, what data must never be entered into public tools, and who checks the output.
- Train staff rather than replace them. Government platforms such as WeLearnTT and the YTEPP and MIC-IT ICT programme launched in July 2026 offer low-cost options.
- Treat employee data carefully. Even with the Data Protection Act only partly in force, customers and staff expect personal information to be protected.

Flexible work. The Ministry of Labour's remote work guidelines from 2020 remain the main reference, and no national remote work law exists. Where roles allow it, flexible hours or hybrid work is a low-cost way for SMEs to compete for skilled staff against larger employers.

Wellbeing. There is little Trinidad and Tobago data on workplace mental health. With job losses, rising costs and long commutes, a simple employee assistance arrangement, fair workloads and managers trained to notice stress are practical steps for any size of business.

For HR practitioners: strategic priorities for 2027

The HR function's value in 2027 lies in protecting employers from avoidable cost and legal risk while keeping the skills they need. Seven priorities stand out.

1. **Model the cost of 2027 before January.** Recalculate total employment cost with NIS at 19.2%, and run severance liability under both the current Act and the Bill. Give leadership the numbers before the budget year closes.
2. **Get ahead of the severance bill.** Review redundancy procedures now: consultation steps, notice to the Minister, layoff practices and selection criteria. Temporary layoffs longer than 90 days may soon count as redundancy.
3. **Prepare family leave policies.** Draft paternity, adoption and breastfeeding provisions so they can be switched on when the Maternity Protection (Amendment) Bill passes. Remove any pregnancy testing from hiring.
4. **Audit worker classification.** Check every contractor, casual and "consultant" arrangement against the Industrial Court's tests. Misclassification exposes employers to NIS arrears, PAYE liability and trade disputes.
5. **Plan for scarce skills.** Map roles at risk from the energy downturn and roles in demand for 2027 projects. Use the current availability of experienced plant staff to strengthen succession plans.
6. **Tighten migrant worker compliance.** Keep a register of work permit and migrant card expiry dates, and do not wait for announcements before planning for cards that expire.
7. **Set AI and data rules.** Introduce an acceptable-use policy, train managers, and treat employee records as if the Data Protection Act were fully in force.

Questions to put to leadership:

- Which customers or contracts depend on the gas-based industries, and what happens if they stop?
- What would a redundancy cost us today, and under the new Bill?
- Which three roles would hurt most if the person left, and who could step in?
- Are our contractors really contractors?

Action plan for SME owners: a 2027 checklist

Work through this list before the end of 2026. Each item takes an hour or less to start.

Before the budget (12 October 2026)

- ☐ List your customers and suppliers that depend on the energy sector
- ☐ Note any staff who are migrant workers or on work permits, with expiry dates

After the budget, before December

- ☐ Update your payroll for the January 2027 NIS rate (19.2%) and any budget changes to tax or the Health Surcharge
- ☐ Rework your 2027 staffing budget with the higher NIS cost
- ☐ Calculate what a redundancy would cost you under current law and under the severance bill
- ☐ Check that every worker has a written contract or letter of appointment
- ☐ Review anyone you treat as a contractor: do they control how they work, use their own tools and work for others?
- ☐ Confirm you have workmen's compensation insurance and know which staff it covers

Early 2027

- ☐ Issue TD4s to staff by the end of February
- ☐ Draft a paternity and family leave policy ready for when the new law passes
- ☐ Write a short rule on staff use of AI tools and customer data
- ☐ Pick one or two skills to develop in your team this year, using free or low-cost government training
- ☐ Look at one new market: tourism, agro-processing, exports, BPO or work linked to Guyana and Suriname

All year

- ☐ Remit NIS, PAYE and Health Surcharge by the 15th of each month, and encourage staff to check their NIS statements once a year
- ☐ Keep written records of discipline, performance and any changes to terms
- ☐ Follow the severance and maternity bills in Parliament

Sources, method and disclaimer

Method. This edition was prepared in early October 2026 from official statistics, budget documents, Parliamentary records, regulator and agency publications, international institutions and local and international news. Where sources disagree, both figures are given. Figures from news reports should be checked against the original source before being relied on.

Still to confirm or update:

- Measures in the 2026/2027 budget (12 October 2026)
- Labour force figures for the second quarter of 2026, not yet published when this edition was prepared
- Progress of the severance and maternity bills in Parliament
- Arrangements for migrant registration cards after expiry

- Whether the Dragon drilling contract was awarded and the result of the 2025 deepwater bid round

Disclaimer. This report is general information for employers and HR practitioners in Trinidad and Tobago. It is not legal, tax or financial advice. Seek professional advice before acting on any matter covered here.

Key sources

- Central Bank of Trinidad and Tobago: [Economic DataPack, September 2026](#); [Monetary Policy Report, May 2026](#)
- Ministry of Finance: [Budget Statement 2026](#); [Mid-Year Review 2026](#)
- IMF: [2026 Article IV consultation](#)
- PwC: [Trinidad and Tobago National Budget 2026](#)
- Parliament of Trinidad and Tobago: [Retrenchment and Severance Benefits \(Amendment\) Bill, 2026](#); [Maternity Protection \(Amendment\) Bill, 2026](#)
- Ministry of Homeland Security: [Work permit guidelines, April 2026](#)
- UNHCR: [2026 Migrant Registration Framework](#)
- Energy: [Energy Chamber](#); [Newsday, energy year in review](#); [Guardian, Methanex](#); [Newsday, Nutrien](#); [Guardian, refinery restart](#)
- Labour market: [Guardian, CSO job losses](#); [CNC3, Q1 2026](#); [Guardian, 2025 retrenchments](#)
- Opportunities: [Ministry of Trade, Grant Fund Facility](#); [MTIT Budget Guide 2026](#); [Caribbean Energy Week](#)